

# ETP MINIMUM WAGE REQUIREMENTS FOR 2004

Minimum wage requirements are effective, January 1, 2004:

## **STANDARD WAGES FOR CALENDAR YEAR 2004 (Table 1)**

COUNTIES	NEW HIRE MINIMUM WAGE	RETRAINEE MINIMUM WAGE
<i>Alameda, Contra Costa, Los Angeles, Marin, Orange , San Francisco, San Mateo, Santa Clara</i>	\$ 10.15	\$12.17
<i>Sacramento</i>	\$ 10.02	\$12.02
<i>San Diego</i>	\$ 9.68	\$11.61
<i>Ventura</i>	\$ 9.41	\$11.29
<i>All Other Counties</i>	\$ 9.13	\$11.16

- Trainees in High Unemployment Area training projects funded under Section 10201.5 must meet the minimum wage standards as shown in Table 1, unless they are approved for a wage waiver by the Panel as identified below, in which case they may meet the wage requirements in Table 2 below.

## **WORKING POOR WAGES FOR CALENDAR YEAR 2004 (Table 2)** (May use health benefits to meet the identified minimum wage)

COUNTIES	NEW HIRE WAGE AFTER RETENTION	RETRAINEE WAGE AT START OF TRAINING	RETRAINEE WAGE AFTER RETENTION WITH 7% INCREASE
<i>Alameda, Contra Costa, Los Angeles, Marin, Orange, San Francisco, San Mateo, Santa Clara,</i>	\$ 7.61	\$ 9.13	<b>\$ 9.77</b>
<i>Sacramento</i>	\$ 7.52	\$ 9.02	<b>\$ 9.65</b>
<i>San Diego</i>	\$ 7.26	\$ 8.71	<b>\$ 9.32</b>
<i>Ventura</i>	\$ 7.06	\$ 8.47	<b>\$ 9.06</b>
<i>All Other Counties*</i>	\$ 6.85	\$8.37	<b>\$ 8.96</b>

# ETP MINIMUM WAGE REQUIREMENTS FOR 2004

## SET WAGES FOR CALENDAR YEAR 2004 (Table 3)

TERM BEGINNING DATE Jan. 1, 2004 – Dec. 31, 2004	SET MINIMUM WAGE
<i>Frontline Workers Earning at Least the State Average Hourly Wage</i>	\$20.29
<i>Frontline Workers with Multiple Barriers to Full-Time</i>	See Table 1
<i>Frontline Workers in High Unemployment Areas</i>	See Table 1 or 2 <i>Note: ETP standard minimum wage may be waived for “working poor” retrainees only, if post-retention wage is 7% higher than wage before training. ETP standard minimum wage for “working poor” new hires may be waived up to 25%, on a case-by-case basis - no post-retention wage requirement.</i>
<i>Frontline Workers Small Business Owners</i>	No wage requirement

For Projects funded under U.I. Code Section 10214.5:

- Frontline Workers Earning at Least the State Average Hourly Wage: SET Frontline workers must earn wages at least equal to the state average hourly wage of \$20.29 per hour. May use health benefits to meet minimum wage requirement.
- Multiple Barriers: For SET frontline workers with multiple barriers to full-time employment, the standard ETP minimum wages apply (See Table 1). May use health benefits to meet minimum wage requirement.
- High Unemployment Areas: For Set frontline workers in high areas of unemployment, the standard ETP minimum wages on Table 1 apply. However, the ETP minimum wage requirement may be waived for “*working poor*” trainees – as stipulated on Table 2. See Table 2.
- Small Business Owners: For SET Small Business Owners, there is no wage requirement. The dollar value of health benefits voluntarily paid for by an employer for a trainee may be used to calculate wages for SET.